



**HUMAN RESOURCES OFFICE  
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

**Number: 09-42**

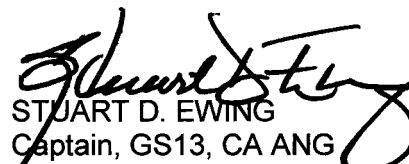
**18 September 2009**

**DELAY IN IMPLEMENTATION OF FIVE-TIER APPRAISAL SYSTEM**

1. TAAI 09-42 replaces TAAI 09-23, "Transition from two-tier to five-tier appraisal system", which is revoked. As stated previously, the California National Guard will implement a five-tier appraisal system. However, this implementation is being delayed until 8 November 2009, due to issues that National Guard Bureau is having with the Performance Appraisal Application system.
2. The current California National Guard Fulltime Personnel Regulation 430 states that the minimum appraisal period is 180 days. To assist with the transition, the minimum new appraisal period will be 120 days. The decision logic table below explains the impact to various employment situations and statuses.

If the status is	And the time period is	Then the action is
Temporary	N/A	None
Trial/Probationary Period	Hired between November 2008 – January 2009	Closeout at the end of the 12 month anniversary and then convert to the five-tier appraisal system the next day.
	Hired between February – October 2009	Closeout 7 November 2009 with no rating and complete official closeout using the five-tier appraisal system at the end of the 12 month anniversary.
Indefinite/Permanent	120+ days under current two-tier appraisal system	Closeout 7 November 2009 and then convert to the five-tier appraisal system 8 November 2009.
	Less than 120 days under two-tier appraisal system	Closeout is extended to 120 day coverage. Closeout at the end of the 120 days and convert to the five-tier appraisal system the next day.
	Birth month is October	Closeout 7 November 2009 and then convert to the five-tier appraisal system 8 November 2009.

3. Questions may be directed to MSgt April Mosher at CAGNET 6-3454, DSN 466-3454, commercial (916) 854-3454, or email at [april.mosher@us.army.mil](mailto:april.mosher@us.army.mil) and to SSG Elisa Bernal at CAGNET 6-4280, DSN 466-4280, commercial (916) 854-4280, or email at [elisa.bernal@us.army.mil](mailto:elisa.bernal@us.army.mil).

  
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